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SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Deputy Director for Support 7D-18 HQ.	02 JUN 1970	WEB
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ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
Remarks:			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
Executive Director-Comptroller 7E-12 HQ.			28 MAY 1970

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# ROUTING AND RECORD SHEET

SUBJECT: (Optional)				
FROM:		EXTENSION		NO.
Chief, Covert Action Staff				DATE
TO: (Officer designation, room number, and building)		DATE		OFFICER'S INITIALS
		RECEIVED	FORWARDED	
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To 1: FYI

To 3: Pursuant to your recent conversation with [redacted], attached is the memorandum, prepared for Colonel White's signature, concerning the procedure to be followed in coming up with the comparability study in question.

BAT.  
BHT

Bob: This is correct in principle. We do want to make the study, & Mr. Pen. should be responsible for it. However, the terms of reference here are not correct. Please coordinate with CA + PPB and re-submit for my signature

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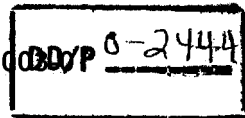
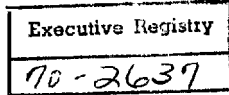
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SUBJECT: (Optional)				
FROM:  Executive Director-Comptroller		EXTENSION	NO.	
			DATE	
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
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70-2089

MEMORANDUM FOR: Deputy Director for Support

SUBJECT: Comparability Study of Compensation and Fringe Benefits Policies of Free Europe, Inc., Radio Liberty Committee, and the U. S. Government

1. At a meeting on 7 April 1970 with [redacted] president of Free Europe, Inc. (FE), he expressed to me his belief that the wage scales and fringe benefits of his organization are on the whole significantly below those of the Radio Liberty Committee (RLC) and the U. S. Government (CIA, USIA, Department of State, and the Civil Service). He is aware that the RLC American salary scale is pegged to the Civil Service scale and that RLC pays post allowances and in general follows the travel procedures of the Department of State. He feels that in the area of compensation, and possibly in that of certain fringe benefits, he will eventually have to upgrade his salary scales, particularly those of his executive personnel, if he is to attract and retain the caliber of people he needs for the effective operation of Free Europe. He requested that a comparability study be made of the wage scales and fringe benefits of FE, RLC, and the appropriate components of the U. S. Government, so that he will have a firm basis on which to make any decision for possible future changes in these areas.

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2. I told [redacted] that this seemed to me to be a reasonable request and that we would make the study for him. Would you, therefore, ask the Director of Personnel to appoint a Referent to work with representatives of the CA Staff and the Office of Planning, Programming, and Budgeting in implementing such a study.

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3. Because [redacted] feels (and I concur) that visits from Agency people should be limited to the project's [redacted] has already made available to CA Staff ([redacted]) material on his present salary scales and fringe benefits. The same component maintains similar material on Radio Liberty Committee.

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4. I think we might work toward 15 June 1970 as a target date for completion of the study.

L. K. White  
Executive Director-Comptroller

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